

Benefits and Staff Services – 2021

Benefit	Description
<i>401(k) Plan</i>	<ul style="list-style-type: none"> Staff members may contribute up to the IRS maximum in pre-tax and Roth accounts The firm matches staff member contributions dollar for dollar up to the first 4% of the staff member's compensation, not to exceed the IRS maximum. The match vests immediately. The firm offers a discretionary annual profit-sharing contribution that vests 20% per year and is fully vested after 5 years Qualified staff members may have the opportunity to invest in Sands Capital's strategies – from venture capital, to growth equity, and public equities
<i>Medical Insurance</i>	<ul style="list-style-type: none"> CareFirst BlueCross BlueShield medical insurance (the firm pays 90% for staff members/75% for dependents). Vision care through Davis Vision is also included.
<i>Dental Insurance</i>	<ul style="list-style-type: none"> Guardian dental insurance (the firm pays 100% for individual and dependents) Eligibility to participate in a college tuition rewards program when part of the dental plan
<i>Flexible Spending Account (FSA)</i>	<ul style="list-style-type: none"> Staff members may contribute up to \$2,750 pre-tax dollars annually to the Medical FSA and \$5,000 pre-tax dollars annually to the Dependent Care FSA
<i>Life Insurance</i>	<ul style="list-style-type: none"> Staff members may elect life insurance up to three times compensation not to exceed \$200,000
<i>Short-term Disability Insurance (STD)</i>	<ul style="list-style-type: none"> STD covers staff members at 60% of compensation not to exceed \$1,500 per week
<i>Long-term Disability Insurance (LTD)</i>	<ul style="list-style-type: none"> LTD covers staff members at 60% of compensation not to exceed \$15,000 per month
<i>Vacation Leave</i>	<ul style="list-style-type: none"> Staff members are encouraged to use vacation leave to rest and reenergize
<i>Sick Leave</i>	<ul style="list-style-type: none"> Staff members receive unlimited sick leave and may use it, within reason, to care for themselves, immediate family members, and/or for health care appointments
<i>Caregiver Leave</i>	<ul style="list-style-type: none"> The firm offers 12 weeks of primary caregiver leave and 10 days of secondary caregiver leave
<i>Garage Parking</i>	<ul style="list-style-type: none"> The firm pays for general garage parking at the building headquarters
<i>Metro Benefit</i>	<ul style="list-style-type: none"> The firm pays \$130 per month to staff members who elect to commute using mass-transit (payment is either taxable via payroll or pre-tax via SmartBenefits)

Training

- Generous education reimbursement program
- Onsite professional coaching
- Paid CFA program (registration, books, study time)
- Seminar/conferences, as appropriate
- Membership dues, as appropriate

Office Services

- Premium office space
- Staff café, roof terrace, and game room
- Free gym membership to Towers Fitness
- Treadmill desk room
- Individual shower rooms
- Wellness rooms
- Well-stocked kitchens on each floor
- Current technology
- Seated massage therapy
- Snack and coffee bar

Firm Events

- Use of outdoor terrace for personal events
- Year-end party
- Happy hours
- Picnic
- Firm-sponsored sporting events
- Firm-sponsored charity events

Note: Eligibility requirements apply to certain benefits. Please see Human Resources for details about each benefit. Benefits are subject to change.